

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

**SHANE A HARBAUGH**  
Claimant

**3M CORP**  
Employer

**APPEAL NO. 07A-UI-07624-HT**

**ADMINISTRATIVE LAW JUDGE  
AMENDED DECISION**

**OC: 06/24/07 R: 4**  
**Claimant: Appellant (2)**

Section 96.5(1)a – Quit/Other Employment

**STATEMENT OF THE CASE:**

The claimant, Shane Harbaugh, filed an appeal from a decision dated August 3, 2007, reference 02. The decision disqualified him from receiving unemployment benefits. After due notice was issued a hearing was held by telephone conference call on August 22, 2007. The claimant participated on his own behalf. The employer, 3M Corporation, participated by Human Resources Manager Sandy Bodine and Operations Supervisor Norman Mason.

**ISSUE:**

The issue is whether the claimant quit work with good cause attributable to the employer.

**FINDINGS OF FACT:**

Shane Harbaugh was employed by 3M from February 19 until July 5, 2007. He was hired as a temporary, full-time production worker, limited to 899 hours. He filed a claim for unemployment benefits with an effective date of June 24, 2007, because of a work slowdown. Mr. Harbaugh filed a claim for only one week, ending June 30, 2007. During that week he did work searches and was offered a job with All American Homes in Dyersville, Iowa. He notified Supervisor Lynn Wagar on July 2, 2007, he would finish out the week but would then be quitting as he only had 209 hours remaining to work. He began with the new employer on July 9, 2007.

**REASONING AND CONCLUSIONS OF LAW:**

Iowa Code section 96.5-1-a provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department. But the individual shall not be disqualified if the department finds that:

a. The individual left employment in good faith for the sole purpose of accepting other or better employment, which the individual did accept, and the individual performed services in the new employment. Benefits relating to wage credits earned with the employer that the individual has left shall be charged to the unemployment compensation fund. This paragraph applies to both contributory and reimbursable employers, notwithstanding section 96.8, subsection 5.

The claimant quit to accept another job, which he did accept. He has not filed any further weekly claims since the initial one, ending June 30, 2007.

Since this unemployment insurance claim is filed under the "Interstate Arrangement for Combining Wages and Employment," if further benefits are claimed and paid, after the week ending June 30, 2007, any benefits relating to wage credits earned in Wisconsin with the employer that the individual has left shall be charged to the State of Wisconsin, in accordance with the State of Wisconsin's pro-rata share of any benefits paid.

**DECISION:**

The representative's decision of August 3, 2007, reference 02, is reversed in favor of the appellant. Shane Harbaugh is qualified for benefits, provided he is otherwise eligible.

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Bonny G. Hendricksmeier  
Administrative Law Judge

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Decision Dated and Mailed

bgh/css